

KENTUCKY SCSEP STATE PLAN

Department for Aging and Independent Living

Fiscal Years 2017-2020

Matt Bevin, Governor

Commonwealth of Kentucky

Vickie Yates Brown Glisson, Secretary

Cabinet for Health and Family Services

Deborah S. Anderson, Commissioner

Department for Aging and Independent Living



Section 1. Purpose of State Plan.....	2
<i>Involvement of Organizations and Individuals.....</i>	<i>2</i>
<i>Solicitation and Collection of Public Comments.....</i>	<i>3</i>
Section 2. Economic Project and Impact.....	4
<i>Economic Make-up and Industry Projections.....</i>	<i>5</i>
<i>Purpose of Collaborations.....</i>	<i>6</i>
<i>Non-farm Civilian Labor Force Economics.....</i>	<i>7</i>
<i>Employment Super Sectors.....</i>	<i>8</i>
<i>Occupational Projections.....</i>	<i>10</i>
Section 3. Service Delivery and Coordination	12
<i>Coordination with Local Agencies.....</i>	<i>12</i>
<i>Partnerships with WIOA, Title One Programs.....</i>	<i>13</i>
<i>Host Agency Collaborations.....</i>	<i>14</i>
<i>Continuous Improvement.....</i>	<i>15</i>
<i>Service to Minorities.....</i>	<i>17</i>
<i>Quarterly Progress Report Minority Data</i>	<i>19</i>
<i>Services to Most in Need.....</i>	<i>21</i>
Section 4. Location and Population Served, including Equitable Distribution.....	22
<i>Equitable Distribution.....</i>	<i>22</i>
<i>Equitable Distribution for Over-Served and Under-Served Locations.....</i>	<i>22</i>
<i>Services in Rural Areas.....</i>	<i>3</i>
<i>Prioritization of Participations in Need.....</i>	<i>24</i>
<i>Aged Population Growth.....</i>	<i>25</i>
Section 5. Appendix.....	27

Section 1. Purpose of the State Plan

The 2016-2019 Senior Community Service Employment Program (SCSEP) State Plan outlines the four year strategy that Kentucky will implement to train and prepare the low-income older population to enter the workforce. Governor Matt Bevin has designated the Kentucky Department for Aging and Independent Living to develop and submit the SCSEP State Plan on behalf of the Commonwealth of Kentucky.

The State Plan also describes the planning and operation process for SCSEP services in the Kentucky, taking into account the relative distribution of eligible adult individuals and employment opportunities within the State. The State Plan is intended to produce coordination among the SCSEP grantee and various sub-recipients operating within the State along with State and local boards under WIOA. This collaboration enables the SCSEP program's goal which is to improve the skills and employment prospects for older workers.

Demographic and economic estimates for the labor market were studied to determine the changing needs of the state's workforce. These trends and projections were considered when developing a strategy for the SCSEP program that encompasses a collection of regions, job markets, and individuals.

Involvement of Organizations and Individuals

The plan was developed in collaboration with representatives of national grantees operating in Kentucky, sub-grantees, and Workforce Development to promote performance improvement in serving the designated population. Partnerships with One-Stop Career Centers and WIOA programs have proven effective in preparing the participants with labor skills needed in today's market. Cooperative efforts will also continue with local health departments, community colleges, public libraries, governmental agencies, and various other agencies.

Desired long-term changes to the design of the state's program include: recruiting new and expanding upon existing host agencies that will offer diverse training skills for SCSEP participants; enhancing training in the areas of computer skills and documentation; and teaching job search skills that will help participants keep pace with the changing demands of the contemporary workforce. Emphasis will be placed on education, outreach, and public relations.

Kentucky has sought the involvement, advice and recommendations of representatives from multiple organizations and individuals as required in Section 503(a) (2) of the 2006 OAA Amendments. The Kentucky SCSEP resides in the Kentucky Department for Aging and Independent Living (DAIL), the state unit on aging. DAIL contracts with the Area Development Districts (ADD), which assists the Department with implementation of programs funded under the Older Americans Act.

The State SCSEP maintains a working relationship with the State Workforce Investment Agency, as well as the sub-projects collaborate with the local WIOA boards. Invitations to participate in the development of the plan were mailed to the local Departments for Community Based Services, Departments for Health and Family Services, Area Development Districts, Community Action Agencies, Vocational Rehabilitation, WIA/ WIOA One-Stop Career Centers, transportation programs, Department for Employment and Training, senior center directors, employers, host agencies, unemployed older adults and participants. Attachment E in the appendix includes an invitation to the required parties requesting their participation in the development of the State Plan.

Solicitation and Collection of Public Comments

Public comments are sought on a regional basis which includes correspondence, public forums, websites, and meetings to ensure that any interested individual or organization has an opportunity to comment on the SCSEP State Plan. Letters of needs assessments and recommendations were distributed to community partners for solicitation of comments incorporated into the plan. The draft plan was distributed to all partners within the service

areas and included on Area Development on District websites. The plan was also shared with host agencies. All individuals and agencies were encouraged to comment and make additional recommendations. The State Plan Modifications were posted on the DAIL Website for review at <http://chfs.ky.gov/dail/scsep.htm> to solicit comments from any individual or organization. Documentation of Solicitation is Attachment C in the appendix.

Section 2. Economic Projections and Impact

Kentucky's economy is divided into nine Metropolitan Statistical Areas and four nonmetropolitan areas, which include Bowling Green, KY; Cincinnati-Middletown, OH-KY-IN; Clarksville, TN-KY; Elizabeth, KY; Evansville, IN-KY; Huntington-Ashland, WV-KY-OH; Lexington, KY; Louisville-Jefferson County, KY-IN; Owensboro, KY; West Kentucky nonmetropolitan; South Central Kentucky nonmetropolitan; West Central Kentucky nonmetropolitan; and East Kentucky nonmetropolitan. The Office of Management and Budget defines Metropolitan and Micropolitan Statistical Areas (MSA) as a county or group of counties consisting of a population core and adjacent communities that are combined with an urban core. The links between the communities and the urban core are both economic and social.

Metropolitan and Micropolitan areas are not inclusive of an urban rural classification, thus non-metropolitan areas can be defined as a population nucleus and adjacent communities with a population less than 2.5 million and a with a rural core. Within Kentucky, the metropolitan and nonmetropolitan areas overlap regionally.

Kentucky's economy has distinctive challenges created by the size and shape of the Commonwealth. For example, although Kentucky has nine designated metropolitan areas, this designation only includes eight Area Development Districts, Barren River, Northern Kentucky, Pennyriple, Lincoln Trail, Green River, FIVCO, Bluegrass, and KIPDA. Louisville – Jefferson County, Kentucky's largest MSA of Kentucky's total employment as of 2015.

The Kentucky portion of Louisville – Jefferson County MSA consists of Jefferson, Oldham, Trimble, Henry, Shelby, Spencer, Nelson, Larue, Hardin, Meade and Bullitt Counties.

Per the Bureau of Labor Statistics, among three of the largest counties in Kentucky, employment was highest in Jefferson County (442,300) in March 2015, while Boone County had the smallest employment (79,100). Together, Kentucky's large counties accounted for 39.0 percent of total employment within the state. Nationwide, the 342 largest counties made up 72.3 percent of total U.S. employment.

All three large Kentucky counties experienced average weekly wage gains from the first quarter of 2014 to the first quarter of 2015. Jefferson County had the largest annual wage gain at 2.3 percent. Jefferson County also had the highest average weekly wage among the state's largest counties at \$1,016. nationally. The average weekly wage increased 2.1 percent over the year to \$1,048 in the first quarter of 2015.

Economic Make-up and Industry Projections

In March 14, 2014, Kentucky's annual unemployment rate remained unchanged at 8.3% from 2012 to 2013, while nonfarm employment gained 15,500 jobs. However, as of December 2015, KY unemployment rate decreased to 5.7% which is a significant improvement in the rate since the prior year (see current chart). Per the Office of Employment and Training (OET) 53,438 reported job openings advertised online in Kentucky as of April 28, 2014 per OET. The Kentucky occupation that has the most job openings is in retail sales person with 31,760 and cashiers, with 23,900 openings as of 2015. The number three job is laborers and freight, stock and material movers. Food preparation is the fourth most in demand positions in KY currently.

The availability in job growth in nonfarm labor assists the SCSEP program in providing the most adequate training for unsubsidized employment. In order to prepare SCSEP participants for job driven training strategies, participants are first assessed to see what job readiness skills are needed to obtain desired occupations based from their Individual Employment Plan (IEP). SCSEP participants receive training and work experience for many

in-demand or readily available occupations in Kentucky, such as: retail, customer service, clerical, janitorial, maintenance, receptionist, transportation/ material moving, and kitchen or food services. Volunteer hours and training with the SCSEP program is designed to give participants work experience and skills to prepare for these readily available industries in Kentucky according to the participants' IEP requests. Participants are assigned to volunteer services that give job preparedness for unsubsidized wage employment opportunities in these in high demand or easily accessed industries such as: nutrition recreation and day programs at Senior Centers, housing agencies, retail cooperation such a Goodwill Industries, schools, governmental offices, and community centers, all of which are preparatory host agencies for unsubsidized wage employment opportunities.



Purpose for Collaborations

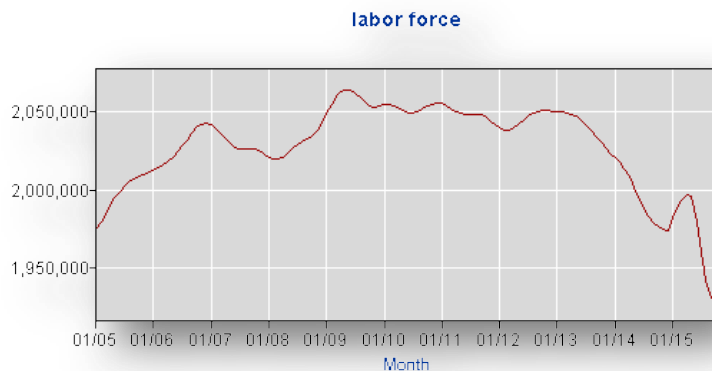
Kentucky's SCSEP program encourages collaboration with vocational rehabilitation as a referral source and a resource for needed information. Participants are also encouraged to utilize adult education programs including community colleges, technical schools, and remedial education for participants to help prepare for job demands requiring trade certificates or degrees. SCSEP also collaborates with One-Stop for job fairs, labor market information, and coordination on intensive services and needed training. Much needed trainings such as computer training are typically provided through several different agencies. The SCSEP program is always looking for training sites that provide the greatest

community service and training opportunities with future hiring potentials internally and externally with collaborative agencies.

Non-farm Civilian Labor Force Economics

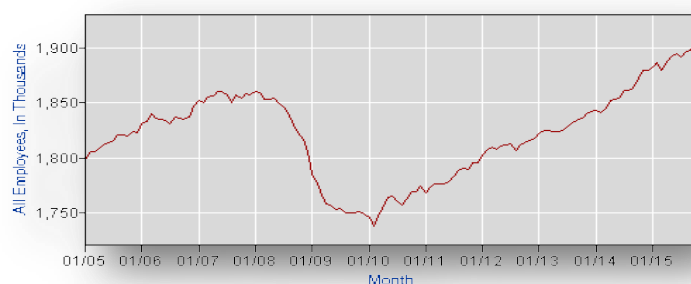
Per Bureau of Labor Statistics, Kentucky industry includes a civilian labor force of 1,952,700 as of December 2015. Kentucky maintains a non-farm workforce in the industries of mining and logging; construction; manufacturing; trade, transportation, and utilities; information; financial activities; professional and business services; education and health services; leisure and hospitality; government; and other services.

KY civilian labor force seems to have decreased in December 2013 as it declined by .2 percent from December 2012 a year prior. The five months of 2014 employment rate decreased greatly and remained at a decreased level in 2014. Fortunately, year 2015 marked steady improvement in the civilian labor force as it has maintained an increased in the last six months.



State:	Kentucky		
Area:	Statewide		
Supersector:	Labor		Force
Industry:	Labor		Force
Data Type:	All	Employees,	In
Thousands			
U.S. Bureau of Labor Statistics			

The average nonfarm employment in Kentucky is currently at 1,920,200 as of Dec 2015 per U.S. Bureau of Labor Statistics, a gain from the previous year. Nonfarm employment jobs have expanded consistently from January 2010. By the end of 2013, Kentucky had regained 79.8 percent of the prior lost employment. A steady improvement in job gains persisted in 2014 for Kentucky; however, on the average Kentucky's state recovery has been slower than the U.S. national totals. By May 2014, nationally, nonfarm employment base had increased whereas Kentucky's nonfarm jobs had recovered by only 82.7 percent per U.S Bureau of Labor Statistics.



Nonfarm Labor

State:	Kentucky
Area:	Statewide
Supersector:	Total Nonfarm
Industry:	Total Nonfarm
Data Type:	All Employees, In Thousands
U.S. Bureau of Labor Statistics	

Employment Super Sectors

Per U.S. Bureau of Labor Statistics, in December 2015 the Service providing industries employed 1,595,300 on average of all jobs in Kentucky. This sector has seen a gradual increase with every preceding year. In 2014, it accounted for 1,565,600 positions which is an increase from the prior year. In 2013, 82.9 percent of all jobs in Kentucky were in service providing industries which was also an increase of 8,600 from the prior year. Trade, Transportation, and Utilities; Information; Financial Activities; Professional and Business Services; Educational and Health Services; Leisure and Hospitality; Other Services; and

Government and Public Education super sectors are all classified as Service-Providing Industries. Trade, Transportation, and Utilities constitute the largest super sector in Kentucky with 369,300 jobs in 2013 and remains as of December 2015 with 385,100 jobs.

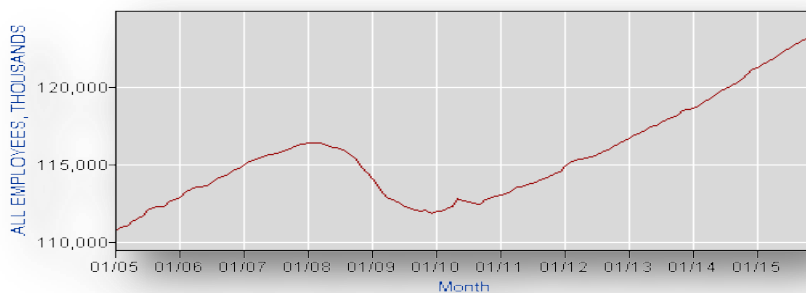
The 338,500 positions in the Mining and Logging, Construction, and Manufacturing super sectors, are classified as Goods-Producing industries. This sector has shown substantial increase from 2013 when it was at 313,500 positions in Kentucky. These sectors accounted for 17.1 percent of nonfarm employment in Kentucky in 2013. This represented an increase of 2,100 jobs from 2012. Currently these sectors accounted for 20.1 percent of all nonfarm employment in Kentucky (see chart). This marks a slight decrease from 2012 when 20.3 percent of Kentucky jobs were in this super sector. More strikingly, the number of jobs in this super sector exceeded total employment in all Goods-Producing industries in 2013. The last year, 2015, has seen strong growth in manufacturing employment in Kentucky led by Louisville and to a lesser extent Lexington. The U.S. as a whole saw 1.4 percent growth in manufacturing, much stronger than the nearly zero growth seen in 2013. Kentucky saw even stronger manufacturing growth of 1.5 percent. Therefore a forecast that employment growth for manufacturing, in both KY and the U.S., will be quite modest at 0.5 percent, per 2015 KY Annual Economic report. Currently there are 245,300 manufacturing jobs in KY as of December 2015 per U.S. Bureau of Labor Statistics. The projection of growth in this area is steadily continuing.

The Government and Public Education super sector, which includes employment in Public administration agencies, state and local public school systems, and state-owned hospitals, represented Kentucky's second largest super sector. This sector has had a slight decrease to 325,900 as of December 2015 from prior years. Average employment in this super sector in 2013 remained effectively unchanged from the previous year at 337,000 in 2013. In 2013, employment in the Government and Public Education super sector comprised 18.3 percent of Kentucky's workforce.

Mining and Logging constituted the smallest super sector in Kentucky with 14,300 jobs as of December 2015. This is a vast decrease from the 17,600 jobs on average in 2013. The

substantial increase in job loss in this super sector has created reasons for concern in many coal producing regions in Kentucky. Initiatives such as Shaping our Appalachian Region (SOAR) comprising of a panel of 40 members have been created to help guide discussions in such areas as boosting Eastern Kentucky's economy, entrepreneurship, tourism, lifelong learning, investment in the region and other issues in the absent of employment in this super sector.

The information super sector with an average employment of 26,900 represented Kentucky's second smallest super sector, per 2015 KY Annual Economic Report. This is a marginal increase of 2.7% from the prior year of 2014.



Super Sector:	Service-providing
Industry:	Service-providing
Data Type:	ALL EMPLOYEES, THOUSANDS
U.S. Bureau of Labor Statistics	

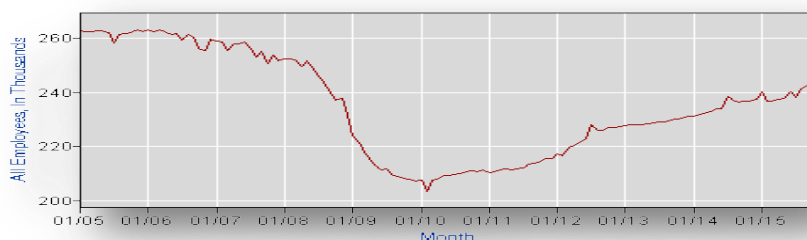
Occupational Projections

The occupational make up of each MSA in Kentucky includes 22 major occupational groups. The year 2009 marked a shift in the economy for Kentucky toward occupations in sales and related; life, physical, and social science; healthcare support; farming, fishing, and forestry; construction and extraction; arts, design, entertainment, sports, and media; office and administrative support; legal; installation, maintenance, and repair; community and social services; personal care and service; healthcare practitioners and technical;

management; protective service; architecture and engineering; business and financial operations; and computer and mathematical occupations.

Short-term Industry Employment Projects indicate an investment of \$1,275,531,564 and the creation of 6,632 new jobs will be available in Kentucky. Specifically, in manufacturing economist forecast Kentucky to receive \$1,061,548,693 in investments and 1,633 new jobs. In the area of new supportive/service Kentucky is forecast to receive \$213,982,871 in investments and 4,338 new jobs per the latest KY Annual Economic Report 2015.

Kentucky's local economies are considered when determining the occupations for which participants are trained. High growth jobs in industry may not be available in all service areas or suitable for SCSEP participants. Participants' individual employment plans (IEPs) are developed to outline training goals consistent with available job opportunities that will enable participants to learn marketable skills. Industries with high growth rates are encouraging for SCSEP trainings and community service opportunities that are tailored to meet the needs of those industries.

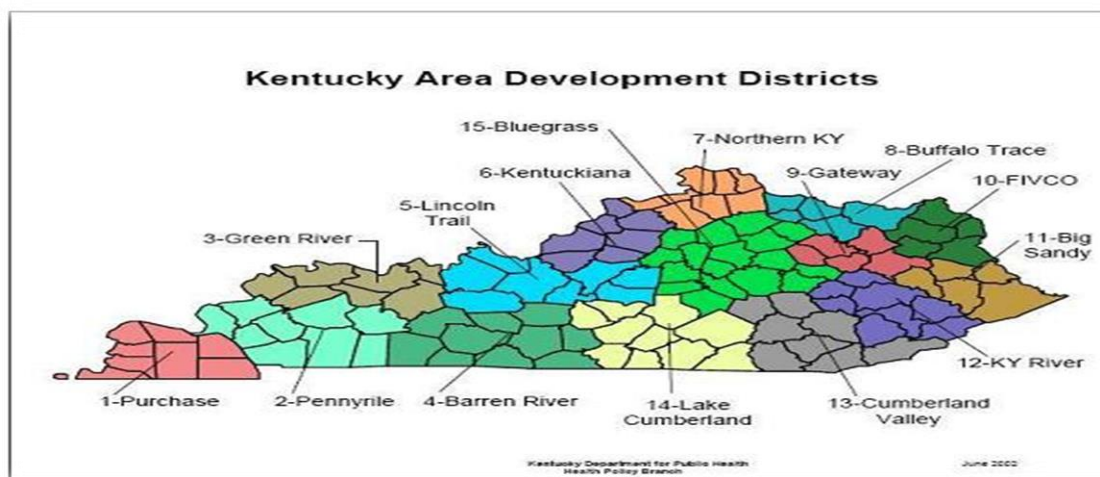


State: Kentucky
Area: Statewide
Supersector: Manufacturing
Industry: Manufacturing
Data Type: All Employees, In Thousands
U.S. Bureau of Labor Statistics

Section 3. Service Delivery and Coordination

Coordination with Local Agencies

The Commonwealth of Kentucky is divided into fifteen Area Development Districts and each ADD is structured across multi-jurisdictional lines and includes all the state's 120 counties. The ADDs were established to provide a systematic linkage between local elected officials, the Governor's office, state and federal agencies, private organizations, and citizens. This approach allows ADDs to tailor state and federal programs to regional needs and problems. The ADDs in Kentucky are authorized under federal and state statutes to be regional leaders and resource centers within the Commonwealth of Kentucky (see map of Area Development Districts).



DAIL contracts with seven (7) sub-recipients in nine (9) separate regions to implement the SCSEP program across Kentucky. Kentucky currently maintains 169 authorized positions for the Senior Community Service Employment Program (SCSEP) throughout the state. (See below table)

Sub-Grantee	Address	Areas Served	authorize Positions
Audubon	1800 West Fourth St. P.O. Box 20004 Owensboro, KY 42302 (270) 686-1666	Henderson (2), Ohio (2), Union (3), and Webster (3);	10
Lincoln Trail/ Barren River- Experience Works	1043 Pedigo Way Ste 34 P.O. Box 50200 Bowling Green, KY 42102 (270) 843-8127	Butler (2), Edmonson (2), Hart (4), Warren (6), Breckinridge (4), Grayson (3), Hardin (4), Larue (2), and Meade (5)	32
Bluegrass	111 Professional Court P.O. Box 738 Frankfort, KY 40602 502-695-4290	Anderson (2), Fayette (2), Franklin (4), Garrard (4), Lincoln (7), Mercer (4), Powell (2), and Woodford (2)	27
Cumberland Valley	342 Old Whitley Rd. London, KY 40743 (606) 864-7391	Bell (3), Clay (4), Harlan (5), Jackson (2), and Whitley (6)	20
Buffalo Area Development District- Experience Works	203 High Street Flemingsburg, KY 41041 (606) 845-1411	Bracken (2), Fleming (3), Lewis (4), Mason (4) and Robertson (1)	14
Kentucky River/Big Sandy	917 Perry Park Rd Hazard, KY 41701 (606) 436-3158	Floyd(3), Pike (3), Breathitt (3), Knott (4), Leslie (2), Letcher (4), and Perry (4)	23
Pennyrile	300 Hammond Drive Hopkinsville, KY 42240 (270) 886-9484	Caldwell (5), Christian (2), Crittenden (3), Hopkins (2), Livingston (2), Lyon (2), and Trigg (3)	19
Purchase	1002 Medical Drive, P. O. Box 588 Mayfield, KY 42066 (270) 247- 7171	Ballard (2), Calloway (5), Fulton (2), Graves (5), Hickman (2), McCracken (6) and Marshall (2)	24

Partnership with WIOA Title One Programs

An active partnership is in place across Kentucky between SCSEP, One-Stop Career Centers, and Workforce Investment Boards (WIB). WIB meetings ensure up-to-date information about WIA/WIOA activities and opportunities for SCSEP to partner with the One Stop delivery system. One-Stops are making appropriate referrals to SCSEP, as well as SCSEP directs those that are not eligible for SCSEP to One-Stop Career Centers. Host agencies and Kentucky Grantees have excellent working relationships with the local WIOA programs. Kentucky sub-grantees consist of agencies who serve as voluntary members of local workforce investment boards.

Sub-grantees utilize training services available through WIOA and partner with One-Stop Career Center staff on employment strategies. SCSEP and One-Stops collaborate on joint training activities and work together to engage the community in various new initiatives that

will support the local community interests and needs. Sub-grantees utilize the One-Stops in order to:

- Register enrollees with One-Stop Career Centers,
- Assign participants to the local One-Stops Career Centers,
- Utilize WIA Mobile Job Center assists SCSEP participants,
- SCSEP staffs assist One-Stops in outreach and recruitment activities,
- Collaborative with One-Stops for job fairs, labor market information, and coordination on intensive services,
- Partner with vocational rehabilitation as a referral source and a resource for needed information,
- Collaborate with adult education programs including: community colleges, technical schools, and remedial education for participants,
- Enrollee participants in necessary trainings provided by WIA/WIOA career centers that aid in obtaining unsubsidized employment, and
- Networking and communicating with partner agencies and services to send participants to for any additional services.

Host Agency Collaborations

Some of the more innovative host agency assignments have occurred in collaboration with the aging network and have resulted in permanent employment for many participants. For example, many of the senior centers provide excellent training opportunities for participants and space for meetings and trainings. The nutrition programs work closely with SCSEP as host agencies, training providers and a resource for nutrition and transportation needs.

Collaborative arrangements are formed or strengthened to achieve a mutually beneficial outcome. These activities link organizations that provide services to older Kentuckians with limited incomes and disabilities to agencies providing employment and training services in order to better coordinate SCSEP with existing programs and increase the opportunity for

employment. The following public and private entities and programs providing services to older Kentuckians are among the many agencies that collaborate with the department:

- The Department of Employment and Training
- Local health departments
- Senior citizens center
- Adult day programs
- Transportation programs
- Weatherization programs
- Community Action Agencies
- Faith-based organizations
- Local School Districts
- Emergency Preparedness Agencies

The Department for Aging and Independent Living works collaboratively with national grantees operating in Kentucky, sub-grantees, host agencies, and community partners to identify the future needs of the individual communities. Host agencies are recruited that can provide training of desired skills of the participants while addressing the unmet needs in the local communities. Host agencies create work experience tasks for participants according to their Individual Employment Plan (IEP) in order for SCSEP participants gain beneficial skills needed for unsubsidized employment.

Continuous Improvement

It is the goal of the Kentucky SCSEP to train participants with skills that will allow opportunities for long-term unsubsidized employment. Current and projected employment opportunities and the necessary skills required to secure employment have direct implications for the types of host agencies that are recruited to participate in SCSEP.

Host agencies are recruited that can provide training of desired skills of the participants while addressing the unmet needs in the local communities. Prior performances of host agencies are also considered. Recruitment of various host agencies is ongoing to secure a

broader range of employment skills training. This allows the sub-grantee to rotate the participants among different host agencies in their community. This allows a range of host agencies with varied types of skill trainings for participants to partake and build needed job skills based on their Individualized Employment Plan (IEP).

The majority (51%) of SCSEP participants are classified as having low employment prospects. Participants, in general, may be lacking current marketable skills, especially in the area of technology. Typical skills that eligible individuals possess include manual labor, food service, housekeeping, and driving. Host agencies provide training opportunities in the areas noted above and in areas that will be marketable and meet regional employer's needs.

Specialized trainings with local non-profit agencies will be provided as desired by participants to include CPR, computer and computer applications skills, and safe driver training. Sub-grantees have established linkages with One-Stop Career Centers to assist in training participants on topics such as resume preparation, as well as computer classes. SCSEP also collaborates with adult education programs by providing host agency opportunities and reviewing available classes for appropriate participants. Other collaborations include community colleges, technical schools, and remedial education for participants.

The Kentucky SCSEP partners with vocational rehabilitation as a referral source and a resource for needed information for the program and participants. A cooperative relationship with vocational rehabilitation enables assistance for participants with disabilities and gives vocational rehabilitation a training/job development alternative for its older clients.

One-on-one contacts are the basis for developing training strategies with the employer to enhance the skills of the participant so that they may obtain the knowledge necessary to advance their careers. Staff will meet with human resource directors to determine the jobs that may provide opportunities for advancement. SCSEP staff will work with employers to

develop on-the-job experience contracts, or directly fill jobs, and establish or maintain partnerships. Sub-grantees also utilize online programs, as well as the WIA system, to access information about high-growth jobs in the local areas, along with required skills, and training needed to secure those jobs. Once identified, outreach efforts will be made to those employers whose businesses are in high-growth occupations.

Participants' individual employment plans (IEPs) will be developed to outline training goals consistent with available job opportunities that will enable participants to learn marketable skills. Frequent contact with local employers by SCSEP staff enables participants to be made aware of employer outreach efforts such as job fairs and other networking activities that may prove beneficial in securing desirable employment. Grantees and sub-grantees will promote SCSEP through meetings, seminars, presentations, etc., to inform the public, including potential employers, about SCSEP and the advantages of hiring older workers.

Service to Minorities (OAA title V, section 515)

Kentucky has met service to minority goals for the past several years. Kentucky will continue to focus recruitment efforts to those most in need by customizing to the local areas and utilizing SCSEP priorities. Recruitment methods include word of mouth, faith-based and minority focused newspapers, brochures, posting ads in neighborhoods with large minority populations and local churches, and distribution of SCSEP information to a local National Association for the Advancement of Colored People (NAACP) Chapter.

The PY 2013 Minority Report, which is the latest, indicates Kentucky's efforts to serve minority populations are successful. SCSEP Percentage of Minority is 11.4% whereas the Census Percentage of Minority is 7.4% for Kentucky. This is a difference of 152.8% between SCSEP and the Census. Common measure also illustrates that the following entered employment rate by minorities was 30% and non-minorities was 30.6%. No measurements indicated under-service using the dual test of practical and statistical significance.

Kentucky faces several challenges in recruiting minorities to the program. One of Kentucky's largest recruitment issues for minorities is geographical. Many large based areas of minority populations reside in counties that have no authorized slots at the state grantee level. Another issue surrounding recruitment challenges for minorities include transportation. All transportation challenges are accommodated by the sub-grantee and host agency for the participant. All recruiting challenges are addressed through training and technical assistance provided by the grantee to the sub grantees.

While the Caucasian population are the majority in both the U.S. and Kentucky, Kentucky is predominantly comprised of Caucasian more than the nation as a whole. In 2015 and 2016 the Caucasian population comprised 87.4% of the U.S. population and 87% of the Kentucky population. African American population encompassed 13.2% of the national population and 7% of the state population. Other races such as Hispanic, Asian, Native Hawaiian, or Pacific Islander accounted for the remaining 26.7% of the national population and 3.5% of the Kentucky population. The Kentucky SCSEP serves at least the minimum number or minority participants in correlation with the minority population of the counties in the allocated areas.

Race	Population	% of Total
Total Population	4,339,367	100
White	3,809,537	87
Black or African American	337,520	7
Hispanic or Latino	132,836	3
Two or More Races	75,208	1
Some Other Race	55,551	1

Asian	48,930	1
American Indian	10,120	Below 1%
Three or more races	4,426	Below 1%
Native Hawaiian Pacific Islander	2,501	Below 1%
Native Hawaiian	541	Below 1%
Alaska Native tribes	111	Below 1%

Population Census 1

Quarterly Progress Report Minority Data

Per SCSEP Performance and Results QPR System, (SPARQ), Kentucky has actually shown a slight decrease in minority enrollment for PY 2013 than PY 2012 by seven (7) participants. Minority enrollment for PY 2012 year to date (ytd) totals showed 38 minorities participants enrolled compared to PY 2013 with only 31 total enrolled minority participants. PY 2014 shows a year to date total of 30 which is (1) less than the previous year. This does not signify a large decrease in enrollment in minorities.

Enrollment levels are affected by employment rate and geographical factors. Unemployment rates greatly affect percentages involving entering employment. Factors that caused these changes are due to many counties being economically distressed counties (see table: 2015 Distressed Counties). Geographically, most eastern Kentucky counties have been deemed economically distressed as little to no employment growth has occurred in those regions. Various forms of advertisement of the program can help increase the introduction to SCSEP to eligible participants. The SCSEP program in Kentucky has successfully used local media and face-to-face contact to inform individuals

of employment and training opportunities available through the SCSEP program. Recruiting within existing agencies in these regions can help participants to compete for any job opportunities in counties where job placement is difficult.

2015 Economically Distressed Counties

Kentucky	Adair	At-Risk	1
Kentucky	Bath	Distressed	0
Kentucky	Bell	Distressed	0
Kentucky	Boyd	Transitional	4
Kentucky	Breathitt	Distressed	0
Kentucky	Carter	Distressed	0
Kentucky	Casey	Distressed	0
Kentucky	Clark	Transitional	1
Kentucky	Clay	Distressed	0
Kentucky	Clinton	Distressed	0
Kentucky	Cumberland	Distressed	0
Kentucky	Edmonson	At-Risk	1
Kentucky	Elliott	Distressed	0
Kentucky	Estill	Distressed	0
Kentucky	Fleming	At-Risk	3
Kentucky	Floyd	Distressed	0
Kentucky	Garrard	At-Risk	0
Kentucky	Green	At-Risk	2
Kentucky	Greenup	Transitional	1
Kentucky	Harlan	Distressed	0
Kentucky	Hart	Distressed	0
Kentucky	Jackson	Distressed	0
Kentucky	Johnson	Distressed	0
Kentucky	Knott	Distressed	0
Kentucky	Knox	Distressed	0
Kentucky	Laurel	At-Risk	5
Kentucky	Lawrence	Distressed	0
Kentucky	Lee	Distressed	0
Kentucky	Leslie	Distressed	0
Kentucky	Letcher	Distressed	0
Kentucky	Lewis	Distressed	0
Kentucky	Lincoln	Distressed	0
Kentucky	McCreary	Distressed	0
Kentucky	Madison	Transitional	6
Kentucky	Magoffin	Distressed	0
Kentucky	Martin	Distressed	0
Kentucky	Menifee	Distressed	0
Kentucky	Metcalfe	Distressed	0
Kentucky	Monroe	Distressed	0

Kentucky	Montgomery	At-Risk	1
Kentucky	Morgan	Distressed	0
Kentucky	Nicholas	At-Risk	0
Kentucky	Owsley	Distressed	0
Kentucky	Perry	Distressed	0
Kentucky	Pike	At-Risk	5
Kentucky	Powell	Distressed	0
Kentucky	Pulaski	At-Risk	6
Kentucky	Robertson	At-Risk	0
Kentucky	Rockcastle	Distressed	0
Kentucky	Rowan	At-Risk	2
Kentucky	Russell	Distressed	0
Kentucky	Wayne	Distressed	0
Kentucky	Whitley	Distressed	0
Kentucky	Wolfe	Distressed	0

Service to Most in Need

Recruitment efforts will be made to reach individuals with the greatest social needs by contacting social service agencies, vocational rehabilitation organizations, career centers, and other applicable organizations. Staff at the local level assumes an important role in reaching the most in need. Local community knowledge allows them to produce positive recruitment outcomes for priority groups. Regular review of management reports of sub-project data with SPARQ ensures priority groups are being adequately served.

The SCSEP program in Kentucky works with the local agencies to increase the number of host agencies for availability for the SCSEP program in order to address deprivations in under-served minorities. SCSEP also places efforts on increasing community support with economically distressed counties to increase opportunities with host agencies for counties with under-served minority populations. The placement of a participant in a community service assignment in the area in which the participant resides or an adjacent community is done to accommodate the SCSEP participant with travel needs. SCSEP also provides assistant for participants with supportive service needs identified in the participant's Individualized Employment Plan (IEP) in order to help participants become successful with job placement.

Section 4. Location, Population Served, and Equitable Distribution

Equitable Distribution

The Department for Aging and Independent Living has established and continually maintains a working relationship with the Senior Community Service Employment Program (SCSEP) national grantees in Kentucky. The national sponsors in Kentucky are the National Urban League (NUL), Experience Works (EW), and the National Council on Aging (NCOA). The slot distribution for Kentucky as of program year 14 is as follows:

- NUL (122)
- Experience Works (314)
- National Council on Aging (224)
- State (169)

Equitable Distribution for Over-Served and Under-Served Locations

See Attachment A for Kentucky's proposed Equitable Distribution Report for PY 2016, in accordance with Section 508 of the 2006 OAA Amendments. In terms of identifying areas in Kentucky that are over-served or under-served, please refer to Appendix B which identifies Kentucky's service delivery areas by Area Agencies on Aging.

The Department for Aging and Independent Living works with the national grantees and sub-grantees in Kentucky to reach equitable distribution. The discrepancy will be lessened through frequent communication and further negotiation with national sponsors. Equitable Distribution will be achieved through attrition and unsubsidized employment of participants. Other plans per SCSEP providers to reduce the variance in Kentucky state during the program year involve:

- Training on increasing job placements will be provided to staff. The focus will be placing those already enrolled rather than new adding enrollments.
- Two participants will be enrolled per month to meet approved level.

- Participate in swaps in order to consolidate positions in counties with multiple grantees.
- New ways of advertisement for the program at different organizations instead of the typical centers.
- Expand recruitment efforts, increase program publicity, and focus on developing viable host agencies in underserved jurisdictions.
- Expand and strengthen relationships with workforce, community action, council on aging, and other local resources that offer an exchange of information.
- Continue to refer participants to other grantees outside our service areas.

The goal is to reach complete ED. The most recent ED report is attached as in the appendix (Attachment A).

Services in Rural Areas

The definition provided in 20 CFR 641.140 of the Final Rule on Performance Accountability and made operational in the SCSEP Performance and Results Quarterly Progress Report (SPARQ) determines the designation of rural, which includes areas not designated as metropolitan statistical areas by the Census Bureau. The SPARQ database utilizes the Rural Urban Commuting Area Codes (RUCA) to measure the concept of rural.

The total population of Kentucky in 2015 and 2016 is 4,339,367 per KY Population Demographics. There are eight designated Metropolitan Statistical Areas in Kentucky that include the Kentucky counties of Edmonson, Warren, Boone, Bracken, Campbell, Gallatin, Grant, Kenton, Pendleton, Christian, Trigg, Hardin, Larue, Henderson, Webster, Daviess, Hancock, McLean, Boyd, Greenup, Bourbon, Clark, Fayette, Jessamine, Scott, Woodford, Bullitt, Henry, Jefferson, Meade, Nelson, Oldham, Shelby, Spencer, and Trimble. Jefferson County has the greatest percentage of urban persons with a total population of 741,096. Robertson County has the least with 2,282. Attachment A shows the Equitable Distribution and SCSEP Service Agencies in each county. All areas of Kentucky are served equitably regardless of their designated rural or urban status.

Pockets of under-served rural areas exist predominantly in eastern and western Kentucky where there are limited available host agencies, transportation alternatives or employment prospects. It should be noted that there are few employers in these area which makes identifying unsubsidized employment opportunities for SCSEP participants challenging. In these areas, less traditional methods will be utilized to obtain host agencies, employers, transportation and other supportive services that will include requesting assistance from local community/business leaders, veterans targeted in collaboration with One-Stop veterans representatives, VFW organizations, and partnering with neighborhood organizations and faith-based institutions.

The current information available regarding services to both rural and urban areas shows that educational levels, availability of services, host agencies, and transportation does not appear to significantly affect the outcome of SCSEP participants regarding host agency assignments and unsubsidized placements except for the relatively small percentage of SCSEP eligible individuals in geographically and/or culturally isolated areas that are difficult to reach using traditional methods.

Prioritization of Participants in Need

Section 518(b) of the Older Americans' Act requires that state plans provide information about relative distribution of eligible individuals that must be given priority for participation in SCSEP. Priority is given to those who qualify based on one or more of the criteria. The following criteria were taken from Kentucky's Final Quarterly Progress Report (QPR) for Program Year 2015:

- Are aged 65 years or older – 32%
- Have a disability – 23%
- Have limited English proficiency or low literacy skill - 15%
- Reside in a rural area – 81%
- Are veterans or their spouses who meet the requirements of the Jobs for Veterans Act, 38U.S.C. sec. 4215(a)(1) – 10%
- Have low employment prospects – 66%

- Have failed to find employment after utilizing services provided under Title I of WIA – 12%
- Are homeless or at risk for homelessness – 18%.

Other populations identified in Section 503(a)(5)(C) of the statute areas follows:

1. “Greatest Economic Need” is those persons at 0% to 125% of the Federal Poverty Guidelines.
2. “Minorities” including American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino American and Native Hawaiians or other Pacific Islanders.
3. “Greatest Social Need” which is caused by non-economic factors including persons with disabilities, language barriers, and cultural, social or geographical isolation.

The SCSEP sponsors in Kentucky work together to serve those with eligibility priorities through recruitment, subsidized employment, transition into unsubsidized employment, and outreach as well as referral to appropriate services.

Aged Population Growth

Since 1990, Kentucky’s population has shifted toward an older distribution. The climb in number of individuals over the age of 45 is indicative of the aging baby boom population and longer life expectancy. In 1990, persons under the age of 24 embodied 36.7% of the state population, while individuals between the ages of 25 and 54 comprised 41.8% and persons 55 years of age and older consisted of 21.4% of Kentucky’s population. Between 2000 and 2009 persons under the age of 24 encompassed 34.6% of the population in Kentucky, while individuals between the ages of 25 and 54 accounted for 43.7%. Individuals 55 years of age and older experienced the highest growth rate at 37.5%.

The climb in the number of individuals between the ages of 45 and 54 and persons between the ages of 55 and 64 is indicative of the aging baby boom population. The substantial rise in the number of persons age 85 and older is a sign of longer life expectancy. Per U.S. Census Bureau, the age group of 65 and above makes up 14.8

percent of Kentucky's population for 2014 (see below tables). These numbers substantially affect Kentucky's economy and workforce. The SCSEP program allows many of these individuals of the age group 55 and above to return to or stay in the workforce benefiting the economy as a whole with a substantial increase in the civilian labor force in Kentucky.

2010 Persons by Age	
Under 18 Years	1,023,371
18 Years and Over	3,315,996
20-24 Years	289,968
25-34 Years	566,216
35-49 Years	900,304
50-64 Years	858,448
65 Years and Over	578,227

Source: U.S. Census Bureau

Age and Sex 2010 to 2014 Quick Facts		
Persons under 5 years	July 1 2014 (V2014)	6.3%
Persons under 5 years	April 1 2010	6.5%
Persons under 18 years	July 1 2014 (V2014)	22.9%
Persons under 18 years	April 1 2010	23.6%
Persons 65 years and over	July 1 2014 (V2014)	14.8%
Persons 65 years and over	April 1 2010	13.3%
Source: U.S. Census Bureau Quick Facts 2014		

Section 5. Appendix.

Attachment A	Service Delivery Area by Area Agencies on Aging
Attachment B	PY 15 Over Enrolled/ Under Enrolled Per Grantees
Attachment C	PY 15 Equitable Distribution and Variances per County
Attachment D	Invitation and Feedback Recommendations
Attachment E	Partner Agency Letter
Attachment F	Letter of Attestation
Attachment G	Sign In Sheet
Attachment H	Power Point Presentation of State Plan
Attachment I	Public Comments
Attachment J	Governor's Designation Letter and Secretary's Letter

ATTACHMENT A

SERVICE DELIVERY AREA BY AREA AGENCIES ON AGING

PURCHASE

<u>County</u>	<u>Sponsors/Slots</u>
Ballard	State (2)
Calloway	State (5)
Carlisle	State (0)
Fulton	State (2)
Graves	State (5), Experience Works (4)
Hickman	State (2)
McCracken	State (6), Experience Works (6)
Marshall	State (2), Experience Works (4)

PENNYRILE

<u>County</u>	<u>Sponsors/Slots</u>
Caldwell	State (5)
Christian	State (2), Experience Works (7)
Crittenden	State (3)
Hopkins	State (2), Experience Works (7)
Livingston	State (2)
Lyon	State (2)
Muhlenberg	Experience Works (7)
Todd	Experience Works (3)
Trigg	State (3)

GREEN RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Daviess	Experience Works (14)
Hancock	Experience Works (2)
Henderson	State (2), Experience Works (6)
McLean	Experience Works (2)
Ohio	State (2), Experience Works (4)
Union	State (3)
Webster	State (3)

BARREN RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Allen	Experience Works (4)
Barren	Experience Works (11)
Butler	State (2), Experience Works (2)
Edmonson	State (2), Experience Works (1)
Hart	State (4), Experience Works (2)
Logan	Experience Works (7)
Metcalfe	Experience Works (4)
Monroe	Experience Works (4)
Simpson	Experience Works (4)
Warren	State (6), Experience Works (10)

LINCOLN TRAIL

<u>County</u>	<u>Sponsors/Slots</u>
Breckinridge	State (4)
Grayson	State (3), Experience Works (5)
Hardin	State (4), Experience Works (8)
Larue	State (2), Experience Works (2)
Marion	Experience Works (5)
Meade	State (5)
Nelson	NUL (7)
Washington	Experience Works (2)

BUFFALO TRACE

<u>County</u>	<u>Sponsors/Slots</u>
Bracken	State (2)
Fleming	State (3), NCOA (1)
Lewis	State (4), NCOA (2)
Mason	State (4)
Robertson	State (1)

BIG SANDY

<u>County</u>	<u>Sponsors/Slots</u>
Floyd	State (3), NCOA (9)
Johnson	NCOA (7)
Magoffin	NCOA (5)
Martin	NCOA (4)
Pike	State (3), NCOA (14)

BLUEGRASS

<u>County</u>	<u>Sponsors/Slots</u>
Anderson	State (2)
Bourbon	NCOA (5)
Boyle	Experience Works (5)
Clark	NCOA (6)
Estill	Experience Works (5)
Fayette	State (2), NCOA (26)
Franklin	State (4), NCOA (2)
Garrard	State (4)
Harrison	NCOA (4)
Jessamine	NCOA (5)
Lincoln	State (7), Experience Works (3)
Madison	NCOA (12)
Mercer	State (4), NCOA (1)
Nicholas	NCOA (2)
Powell	State (2), Experience Works (3)
Scott	NCOA (6)
Woodford	State (2), NCOA (1)

KENTUCKY RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Breathitt	State (3), Experience Works (4)
Knott	State (4)
Lee	Experience Works (3)
Leslie	State (2), Experience Works (3)
Letcher	State (4), NCOA (4)
Owsley	Experience Works (3)
Perry	State (4), Experience Works (6)
Wolfe	Experience Works (3)

CUMBERLAND VALLEY

<u>County</u>	<u>Sponsors/Slots</u>
Bell	State (3), Experience Works (8)
Clay	State (4), Experience Works (6)
Harlan	State (5), Experience Works (6)
Jackson	State (2), Experience Works (4)
Knox	Experience Works (11)
Laurel	Experience Works (13)
Rockcastle	Experience Works (8)
Whitley	State (6), Experience Works (8)

KIPDA

<u>County</u>	<u>Sponsors/Slots</u>
Bullitt	NUL(8)
Henry	NCOA (3)
Jefferson	NUL (103)
Oldham	NUL (4)
Shelby	NCOA (4)
Spencer	NCOA (2)
Trimble	NCOA (2)

NORTHERN KENTUCKY

<u>County</u>	<u>Sponsors/Slots</u>
Boone	NCOA (9)
Campbell	NCOA (10)
Carroll	NCOA (3)
Gallatin	NCOA (2)
Grant	NCOA (3)
Kenton	NCOA (16)
Owen	NCOA (2)
Pendleton	NCOA (3)

FIVCO

<u>County</u>	<u>Sponsors/Slots</u>
Boyd	NCOA (10)
Carter	NCOA (8)
Elliott	NCOA (3)
Greenup	NCOA (7)
Lawrence	NCOA (5)

GATEWAY

<u>County</u>	<u>Sponsors/Slots</u>
Bath	NCOA (4)
Menifee	Experience Works (4)
Montgomery	NCOA (6)
Morgan	Experience Works (3)
Rowan	NCOA (6)

LAKE CUMBERLAND

<u>County</u>	<u>Sponsors/Slots</u>
Adair	Experience Works (7)
Casey	Experience Works (7)
Clinton	Experience Works (4)
Cumberland	Experience Works (2)
Green	Experience Works (3)
McCreary	Experience Works (7)
Pulaski	Experience Works (17)
Russell	Experience Works (7)
Taylor	Experience Works (5)
Wayne	Experience Works (9)

ATTACHMENT B OVER ENROLLED AND UNDER ENROLLED PER GRANTEE

State	AP	E	V	# Counties	# Under	% Under	Avrg. % Und. E	# Over	% Over	Avrg. % Over E	#Over Under	%Over Under	Total V / AP
Kentucky													
State	169	153	- 16	52	24	46.2%	45.5%	13	25%	52.8%	37	71.2%	32%
Experience Works	314	318	4	57	25	43.9%	41.7%	20	35.1%	65.7%	45	78.9%	41.4%
NUL	122	138	16	4	3	75%	52.6%	1	25%	25.2%	4	100%	29.5%
NCOA	224	237	13	42	26	61.9%	47.8%	11	26.2%	95.1%	37	88.1%	62.9%
-													
-													
-													

(www.scseped.org, 2015)

ATTACHMENT C
PY 2015, FY 16 EQUITABLE DISTRIBUTION AND VARIANCES PER COUNTY

FIPS	County	Grantee	# Enrollments	PY12 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21001	Adair County - Kentucky	EW	5	7			
21003	Allen County - Kentucky	EW	4	4			
21005	Anderson County - Kentucky	KY	2	2	2	3	1
21007	Ballard- Kentucky	KY		2	2	1	-1
21009	Barren County - Kentucky	EW	9	11			
21011	Bath County - Kentucky	NCOA	2	4			
21013	Bell County - Kentucky	EW	4	8	3	3	0
21015	Boone County - Kentucky	NCOA	6	9			0
21017	Bourbon County - Kentucky	NCOA	0	5			
21019	Boyd County - Kentucky	NCOA	14	10			
21021	Boyle County - Kentucky	EW	5	5			
21021	Boyle County- Kentucky	NCOA	0	1			
21023	Bracken County - Kentucky	KY	2	2	2	2	0
21025	Breathitt County - Kentucky	EW	2	4			
21025	Breathitt County - KY	KY	1	3	3	3	0
21027	Breckinridge County - Kentucky	KY	4	5	4	4	0

FIPS	County	Grantee	# Enrollments	PY12 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21029	Bullitt-Kentucky	NUL	4	8			
21031	Butler County - Kentucky	EW	1	2			
21031	Butler County - Kentucky	KY	1	2	2	1	-1
21033	Caldwell County - Kentucky	KY	2	5	5	3	-2
21035	Calloway County - Kentucky	KY	1	6	5	4	-1
21037	Campbell County - Kentucky	NCOA	10	11			
21041	Carroll County - Kentucky	NCOA	3	3			
21043	Carter County - Kentucky	NCOA	6	8			
21045	Casey County - Kentucky	EW	9	7			
21047	Christian County - Kentucky	EW	7	7			
21047	Christian County-Kentucky	KY	1	2	2	1	-1
21049	Clark County - Kentucky	NCOA	3	6			
21051	Clay County - Kentucky	EW	5	6			
21051	Clay County - Kentucky	KY	2	4	4	3	-1
21053	Clinton County - Kentucky	EW	4	4			
21055	Crittenden County - Kentucky	KY	2	3	3	1	-2
21057	Cumberland County - Kentucky	EW	2	3			

FIPS	County	Grantee	# Enrollments	PY12 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21059	Daviess County - Kentucky	EW	18	14			
21059	Daviess County - Kentucky	KY			0	1	1
21061	Edmonson County - Kentucky	EW	0	1			
21061	Edmonson County - Kentucky	KY		2	2	2	0
21063	Elliott County - Kentucky	NCOA	2	3			
21065	Estill County - Kentucky	EW	5	5			
21067	Fayette County - Kentucky	KY	2	2	2	1	-1
21067	Fayette County - Kentucky	NCOA	26	59			
21069	Fleming County - Kentucky	KY	4	3	3	6	3
210696	Fleming County - Kentucky	NCOA	1	1			
21071	Floyd County - Kentucky	KY	4	3			
21071	Floyd County - Kentucky	NCOA	8	9			
21073	Franklin County - Kentucky	KY	7	5	4	1	3
21073	Franklin County - Kentucky	NCOA	2	2			
21075	Fulton County - Kentucky	KY	2	2	2	3	1
21077	Gallatin County - KY	NCOA	3	2			

FIPS	County	Grantee	# Enrollments	PY12 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21079	Garrard County - Kentucky	KY	6	4	4	2	2
21081	Grant County - Kentucky	NCOA	1	3			
21083	Graves County - Kentucky	EW	5	4			
21083	Graves County - Kentucky	KY	6	6	5	3	-2
21085	Grayson County - Kentucky	EW	3	5			
21085	Grayson County - Kentucky	KY	3	3	3	3	0
21087	Green County - Kentucky	EW	3	3			
21089	Greenup County - Kentucky	NCOA	6	7			
21091	Hancock County - Kentucky	EW	0	2			
21093	Hardin County - Kentucky	EW	4	8			
21093	Hardin County - Kentucky	KY	6	4	4	5	1
21095	Harlan County - Kentucky	EW	4	6			
21095	Harlan County - Kentucky	KY	3	6	5	4	1
21097	Harrison-Kentucky	NCOA	0	4			
21099	Hart County - Kentucky	EW	3	2			
21099	Hart County - Kentucky	KY	3	4	4	4	0
21101	Henderson County - Kentucky	EW	6	6			
21101	Henderson County - KY	KY	2	2	2	3	1

FIPS	County	Grantee	# Enrollments	PY12 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21103	Henry-Kentucky	NCOA	2	3			
21105	Hickman County - Kentucky	KY	3	2	2	1	-1
21107	Hopkins County - Kentucky	EW	4	7			
21107	Hopkins County - Kentucky	KY	3	2	2	3	1
21109	Jackson County - Kentucky	EW	1	4			
21109	Jackson County - Kentucky	KY	3	4	2	2	0
21111	Jefferson County-Kentucky	NUL	129	103			
21113	Jessamine County - Kentucky	NCOA	2	5			
21115	Johnson County - Kentucky	NCOA	9	7			
21117	Kenton County - Kentucky	NCOA	42	16			
21119	Knott County - Kentucky	KY	1	5	4	4	0
21121	Knox County - Kentucky	EW	11	11			
21123	Larue County - Kentucky	EW	2	2			
21123	Larue County - Kentucky	KY	1	2	2	2	0
21125	Laurel County - Kentucky	EW	4	13			
21127	Lawrence County - Kentucky	NCOA	10	5			

FIPS	County	Grantee	# Enrollments	PY12 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21129	Lee County - Kentucky	EW	13	3			
21131	Leslie County - Kentucky	EW	1	3			
21131	Leslie County - Kentucky	KY	3	2	2	3	1
21133	Letcher County - Kentucky	KY	6	5	4	4	0
21133	Letcher County - Kentucky	NCOA	2	4			
21135	Lewis County - Kentucky	KY	4	4	4	1	-3
21135	Lewis County - Kentucky	NCOA	0	2			
21137	Lincoln County - Kentucky	KY	6	6	7	7	0
21137	Lincoln County - Kentucky	EW	3	3			
21139	Livingston County - Kentucky	KY	4	2	2	2	0
21141	Logan County - Kentucky	EW	11	7			
21143	Lyon County - Kentucky	KY	1	2	2	0	-2
21145	McCracken County - Kentucky	EW	10	6			
21145	McCracken County - Kentucky	KY	5	7	6	6	0
21147	McCreary County - KY	EW	12	7			
21149	McLean County - Kentucky	EW	1	2			
21151	Madison - KY	NCOA	5	12			

FIPS	County	Grantee	# Enrollments	PY12 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21153	Magoffin County - Kentucky	NCOA	7	5			
21155	Marion County - Kentucky	EW	8	5			
21157	Marshall County - Kentucky	EW	2	4			
21157	Marshall County - Kentucky	KY	2	2	2	1	-1
21159	Martin County - Kentucky	NCOA	3	4			
21161	Mason County - Kentucky	KY	4	4	4	6	2
21163	Meade County - Kentucky	KY	1	5	5	5	0
21165	Menifee County - Kentucky	EW	7	4			
21167	Mercer County - Kentucky	KY	5	4	4	5	1
21167	Mercer County - Kentucky	NCOA	0	1			
21169	Metcalfe County - Kentucky	EW	4	4			
21171	Monroe County - Kentucky	EW	2	4			
21173	Montgomery County - Kentucky	NCOA	2	6			
21175	Morgan County - Kentucky	EW	7	3			
21177	Muhlenberg County - Kentucky	EW	7	7			

FIPS	County	Grantee	# Enrollments	PY12 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21179	Nelson County-Kentucky	NUL	2	7			
21181	Nicholas County - Kentucky	NCOA	2	2			
21183	Ohio County - Kentucky	EW	5	4			
21183	Ohio County - Kentucky	KY	1	2	2	3	1
21185	Oldham	NUL	3	4			
21187	Owen County - Kentucky	NCOA	1	2			
21189	Owsley County - Kentucky	EW	8	3			
21191	Pendleton County - Kentucky	NCOA	2	3			
21193	Perry County - Kentucky	EW	0	6			
21193	Perry County - Kentucky	KY	2	4	4	2	-2
21195	Pike County - Kentucky	KY	3	3	3	2	-1
21195	Pike County - Kentucky	NCOA	13	14			
21197	Powell County - Kentucky	EW	5	3	2	1	-1
21199	Pulaski County - Kentucky	EW	14	17			
21201	Robertson County - Kentucky	KY	0	1			
21203	Rockcastle County - KY	EW	4	8			
21205	Rowan County - KY	NCOA	4	6			
21207	Russell County - KY	EW	5	7			

FIPS	County	Grantee	# Enrollments	PY12 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21209	Scott County - Kentucky	NCOA	0	6			
21211	Shelby County - Kentucky	NCOA	0	4			
21213	Simpson County - Kentucky	EW	4	4			
21215	Spencer County- Kentucky	NCOA	0	2			
21217	Taylor County - Kentucky	EW	12	5			
21219	Todd County - Kentucky	EW	2	3			
21221	Trigg County - Kentucky	KY	2	3			
21223	Trimble County - Kentucky	NCOA	0	2			
21225	Union County - Kentucky	KY	2	3	3	3	0
21225	Union County- Kentucky	NCOA	1	0			
21227	Warren County - Kentucky	EW	12	10			
21227	Warren County - Kentucky	KY	8	5	6	10	4
21229	Washington County - Kentucky	EW	6	2			
21231	Wayne County - Kentucky	EW	16	9			
21233	Webster County - Kentucky	KY	2	3	3	1	-2
21235	Whitley County - KY	EW	6	8	6	5	-1
21235	Whitley County - Kentucky	KY	7	8			

FIPS	County	Grantee	# Enrollments	PY12 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21237	Wolfe County - Kentucky	EW	5	3			
21239	Woodford County - Kentucky	KY	2	2	2	1	-1
21239	Woodford County - Kentucky	NCOA	1	1			
					169	153	-16

ATTACHMENT D RECOMMENDATIONS

Senior Community Service Employment Program Area Plan Needs Assessment Name Compilation from Agencies Organization SCSEP/ DAIL Date 2/17/16

This needs assessment is your opportunity as community leaders to provide feedback to DAIL staff regarding the SCSEP program and the development of the SCSEP state plan.

- 1. How can DAIL improve and ensure the involvement of other workforce development programs as well as other programs serving older workers?**
 - Focus Career Training offered by OET in all counties not just in certain counties where there is a Larger Career Center. We want our participants to be registered with OET and to do job searches but unless they happen to be in a city where there is a Career Center that offers the in class room Focus Career Training then it's difficult for them to Register as most of them are very limited in computer skills if they have any, do not have a computer of their own with internet in their home and the OET registration has to occur on line. This means if they can't do it on their own at a public library then the ETC has to take an 1 ½ hours or more to take a laptop to a library that has Wi-Fi (that works) because most libraries limit computer use to 1 hour, and go through it with them step by step as we cannot mandate the participants to travel to a Career Center in another county because we cannot pay them mileage. This is in addition to training them on Job Ready. And as much of this as possible needs to be done in one trip as part of enrollment and orientation or at the first county meeting after they enroll because with the limited travel funds we have under the state grant. Maybe the regional Career Centers could offer the training once a year or once every six months in each of the counties in its region.
 - Create a way for Basic Intro to Computer use, internet and email training through adult education or other local entity in every county such as CAA Senior Center or library or school or through OET for SCSEP participants.
 - Tutors for participants who cannot read or write to bring them to a level where they can begin work on GED maybe through Adult Ed or local School.
 - Ensure DCBS Family Support Workers are aware of the benefit programs in which SCSEP Title V income is excluded income. ETC's spend a good amount of time assisting participants in dealing with local DCBS Family Support Offices when participant's benefits are decreased or discontinued because the Family Support Caseworker entered the participant SCSEP Title V wages as includable income.
 - Increased and/or continued involvement of other workforce development programs could be attained by developing new professional contacts and by maintaining

positive working relationships with ones that already exist within the region. Providing information to other professionals/organizations about the SCSEP, and how it benefits individuals and communities is essential, but also being able to describe how the SCSEP can refer to, and in turn, benefit these other programs would provide a reason for their continued involvement. With increased collaboration among providers come increased opportunities and benefits for older adults, and stating so when networking, such as when attending interagency meetings, community events, or job fairs, may also help in improving joint efforts.

- Many of my counties do not have a Career Center or One-Stop Center and older workers are often fearful of traveling into areas in which they are unfamiliar. Furthermore, many of the older workers do not have the computer skills necessary to complete the online registration with the Career Center. This is a skill we try to develop with them, but it often starts with basic computer introduction. I believe an accessible career center where they could visit and speak with someone in person would make them more comfortable in this process.
- DAIL could produce a printed and on-line resource indicating the workforce development programs available in the various Area Development Districts that serve older workers. Have this information available through each workforce development program and through the Aging and Disability Resource Call Centers.
- Continue outreach to workforce agencies, nonprofits, faith organizations and the community.
- Beyond notifying other agencies of their responsibility to work with SCSEP participants on regular basis, yearly workshops with all parties to develop strategies for effective partnerships would be helpful. Also contract with OET or like agencies to provide training (e.g. basic computer skills, resume writing, interview skills, and workplace social skills) for all SCSEP participants.

2. With the change in demographics of the SCSEP service area how can the program improve services for the increased numbers of older workers, the economy, and the labor market?

- More state slots and access to transportation assistance for participants are needed.
- Access to computers for participants to learn computer skills, complete on line courses to develop employability skills, to develop and edit resumes and to do job searches and submit job applications and resumes.
- Work with other Departments within KY State Government for them to host SCSEP participants at a local level for Community Service Training Assignments. We have State Government Depts. (DCBS Family Support) who will not host SCSEP participants. Having been a DCBS Family Support caseworker previously I am quite aware of the employability skills that could be obtained at local family support offices. As an ETC I previously had participants at local family support offices and had to transfer them as DCBS Family Support decided it would not allow its local offices to host SCSEP participants.

- Work on resolutions for ESL individuals to participant in SCSEP while learning English such as translation computer programs for Host Agency to use and for ETC to use. Especially in counties like Warren County where we have a very large refugee center and refugee population. Just had a conversation with local Adult Ed Director and Community Action Agency Staff working with ESL individuals about this exact issue. So solutions but conversation began. Any assistance or direction on this topic would be most helpful as there is an entire diverse population that could be reached with SCSEP if this hurdle overcome of the language barrier between ETC and Host Agency and ESL participant. Possibly find a way to pull in the International Center through Western. I have reached out to make contact with the City of Bowling Green as they have a designated employee to work with this diverse population.
- Allowing more individuals participate in the program and obtain more training could improve services for the increased number of older workers, the economy, and the labor market.
- Taking into consideration what jobs are projected to be in demand is important, but taking into consideration what jobs are likely going to be attainable is also important. With much of Kentucky being rural, employment prospects are limited. Therefore, it would be important to offer trainings, arrange for community service assignments, and provide other opportunities that give participants the best chance for employment within their community, as many participants are not willing to relocate. As far as the growing number of older workers, it seems important to advocate for older workers, to help dispel related myths and stereotypes, and to work toward increasing employment opportunities for older adults within the community. Assisting participants in being able to know and recognize their value is important as well, i.e. they may feel that their only job option is to become a janitor for a small center, when they have acquired the skills and experience to apply for higher paying custodial positions at department stores, hospitals, schools, or colleges.
- Stepping outside of the types of SCSEP placements that have been consistently defined in our area for many years to include a more diverse array of types of employment and employment activities could improve the services.
- Allow more time on the program.
- Increasing the budget to allow for more SCSEP participants, as I believe the need will only continue to grow, and locally we must pursue stronger relationships with non-profit agencies.

3. How can the SCSEP program better prepare participants for projected employment opportunities?

- Providing them with access to computers and training in how to utilize them for things such as resume development, email, job searches, employment applications, and employability skills courses. Very few of my participants have a computer and access to internet and printer of those many do not even know how to utilize one for these tasks. Most participants have to go to a public library to use their few public computers for the 1 hour time limit the library allows and do not have access to someone to teach them basic computer skills to use them. Almost all jobs require some computer knowledge even if it is nothing more than clocking in and out or getting pay stub printed from the internet and many require online job applications be completed. But when you start to look at jobs that do not require physical stamina you are looking at more and more computer competency required.
- If more funding was available more variety of training could be provided to participant to prepare them for projected employment opportunities.
- Working with workforce investment programs would increase training and employment opportunities, and thereby better prepare participants. Ensuring that participants are aware of resources that are available to them would assist in educating individuals on projected employment opportunities, such as registering with their local Job Center, or utilizing sites such as <http://www.seniornet.org/>, <http://kentuckycareercenter.ky.gov/>, or <http://www.careeronestop.org/> that offer, job suitability tests, skills assessments, worksheets, and provide other useful materials, including projected employment trends by region. Many participants do not have internet access, but participants should be permitted access at their community service assignment, and have assistance provided if needed.
- Provide additional funding for training and education. For example, assist with payment of the training courses and test if a participant wants to obtain their GED, which is often necessary for employment.
- Enhancing and increasing computer learning opportunities in our more rural counties so that basic and intermediate computer user classes could be offered during the day at established sites such as our local libraries and schools. A mobile computer lab with trained computer literacy instructors could be utilized in multiple rural counties.
- Having knowledge of your community and the needs of the employers so trainings can be provided to the participants that would prepare participants with the skills the employers need to do the job.
- Develop a statewide training module for all SCSEP participants that outline basis benchmarks that must be achieved and that allows some variation based on participant needs.

4. How can DAIL increase participant placement into unsubsidized employment and provide employer outreach?

- In addition to computer access and computer skills already mentioned. More travel funds for ETC to travel to rural counties to do face to face networking with local family owned businesses to develop employment opportunities locally. Or offer travel assistance to participants that reach an employability level to do job searches, interviews, and for first 15-30 days of employment to get household finances established on a budget that can sustain the travel from one county to another where employment is available.
- Many employers are intimidated by hiring older workers although these individuals are many times more dependable. Making employers more aware of the SCSEP program and the benefits of hiring older workers would help increase the participant placement into unsubsidized employment and provide employer outreach.
- Most participants who exit the program employed are hired through their community service assignment, so increasing the number of available host agencies would help increase participant placement. Maintaining good working relationships with host agency supervisors and providing clear program guidelines to host agencies regarding the SCSEP is also significant. Other ways that could help increase placement into unsubsidized employment would be to target companies, job shops, and larger corporations within communities that frequently hire, and provide those corporations with information emphasizing the value of older workers and outlining the benefits of hiring older adults. Additionally, finding out what the requirements are for frequent job openings within the area, and then incorporating that into trainings and employment plans (if fitting to an individual) could also increase the probability of participants exiting with unsubsidized employment. Again, educating participants on how to go about seeking employment, and helping them be more comfortable throughout the process would aid in transitioning participants into placements.
- Expand the criteria of those available to be a host agency. Often times a non-profit organization does not and will not have the funding to employ additional staff. However, for profit employers may, and if we can place a participant and they receive the training necessary to perform the job, the opportunity for employment would increase.
- A marketing campaign promoting the quality of training that SCSEP participants receive during a placement could increase participant placement into unsubsidized employment. Establish SCSEP name recognition in for profit industries.
- By continuing their outreach to workforce centers, nonprofits, public agencies, businesses and community faith based leaders. To continue partnering with these people and organizations who know the individuals who are most in need of services.

- Grass roots outreach is the key element, however, DAIL can participate in statewide outreach that would a) enhance the program visibility b) establish more consistent training programs for SCSEP participants and c) be more dynamic in pursuing partnerships with all non-profits for the required placement of SCSEP participants

5. What recommendation can you make to improve the SCSEP program?

- Access to computer to participants while participating in SCSEP and basic computer skill training.
- Income guidelines should be lowered and less paperwork involved. Many seniors hesitate because of the amount of paperwork and verifications that are involved in the SCSEP program.
- Increased community awareness about what SCSEP is and the benefits of the program could bring in more applicants, host agencies, and employers, and could increase opportunities to partner with other agencies providing similar services for job fairs, special events, and/or trainings. Requesting to be added to email notification lists, or setting up social media notifications can also help keep project coordinators informed of upcoming events, which could provide opportunities to promote the SCSEP, or provide opportunities for participants to receive training and/or employment information. Managing time so that participants receive the supportive services and continual encouragement needed to ensure follow-through is also key.
- If we were able to use for profit host agencies, I believe this could increase a participant's transition into unsubsidized employment.
- Provide professionally produced printed materials that quickly help potential host agencies explore and recognize the possibilities of how a SCSEP participant may enhance their agencies outcomes and goals.
- After achieving a level of proficiency in a not for profit setting, have a short term for profit setting placement available to further the participants' training and thereby improve the participants' marketability in both the not for profit and for profit sectors.
- With limited job opportunities in rural areas perhaps additional hours and time on the program would benefit individuals who either age out due to having more health issues as they get older and not able find suitable jobs in their area.
- Currently I believe the program should be shortened to a maximum of 24 to 30 months, provided the training is more intense and specific and structured in a way that better prepares the participant to meet their employment goals. The ability move slots to needed area within a defined service area would be helpful.

6. Is the distribution of available slots meeting the needs of your service area?

- Warren County could easily utilize more State slots.
- Yes. If the income guidelines were lowered, we could use many additional slots.

- Knox, Laurel, and Rockcastle counties have zero slots, yet the need for slots is evident in Laurel, as many individuals seeking an interest in the SCSEP have been referred to other employment programs. Even with utilizing various advertising outlets, Harlan County slots appear to be the most difficult to fill. The total number of slots would need to remain at 20 if the current budget remains the same, but any of the counties served could benefit from increased opportunities for participation in the SCSEP.
- BGCAP would like to increase its service area to include Boyle and Jessamine Counties.
- Should additional slots be available in our ADD's larger counties, additional participants could easily be recruited to fill them.
- Yes, at this time.
- There are times when I can use more slots and other times I cannot find anyone interested, or anyone interested who meets the program requirements to fill the slots I have. At this time I do have an adequate number of slots.

7. How can DAIL recruit individuals who meet the enrollment criteria of the program especially those 65 years or older or those with identified barriers to employment?

- Provide recruitment materials and information from the state level to all state programs that are state wide to assist ETC's in recruitment DCBS Family Support, Local Veterans' Affairs offices, Health Dept. Example:
DCBS Family Support - make it a part of information provided to Food stamp, KTAP, Medicaid recipients whose household includes an individual 55 or older. It could be a form letter triggered by date of birth for household members in these cases that could be issued at application and recertification just like other forms are required based on certain criteria existing in the household.
- Newspaper advertisement and word of mouth has been the best way to recruit individuals in the Pennyrile.
- Recruitment efforts targeting those meeting enrollment criteria could include providing informational handouts and flyers during enrollments for other DAIL administered programs, such as the Family Caregiver Program and the State Health Insurance Assistance Program, or during enrollments for programs through other agencies, such as the Low Income Home Energy Assistance Program. Keeping pamphlets stocked and flyers displayed in entryways to other establishments, i.e. subsidized senior housing developments, churches, family support offices, health departments, or pharmacies could also assist with targeting eligible recruits. Periodically checking in with local career centers could help maintain the flow of referrals to the program as well.
- There needs to be clarification regarding the definition of Low Employment Prospects within the handbook (regulation) versus utilizing the spreadsheet titled "Limited Employment Prospects by County". This director has utilized the spreadsheet when answering question #30 and #54 on the Participant Form.

However, after further research I have concluded that if question #30 was answered according to the definition in the Participant Form Guide, performance measures would increase because participants would meet additional eligibility criteria.

- Professionally produced marketing materials, newspaper ads, television ads would be great tools for recruitment. Additionally, provide funding for SCSEP Job Fairs for those 65 years or older and those with identified barriers to employment.
- Continue to use media as a means to inform the public about the program, as well as by word of mouth when working with agencies that provide services to individuals who meet program criteria.
- Make more funds available for local advertising, better outreach on a statewide basis with senior center administrators, AD Districts, public health facilities, and Office of Employment and Training administrators.

8. What do you believe are the best opportunities for employment for older workers?

- Receptionist, Guest Services at local tourism, sports and arts facilities, Historical Site tour guide, story/history teller/guide/guest services, Schools in numerous positions as Teachers Aids, Bus Monitors, Lunch Room, Custodial, Office Assistant/Receptionist, Child Care or Head Start Activities Coordinator, Office Assistant, Receptionist at Senior Living facilities (retirement homes, nursing facilities, etc.), Local “mom & pop” business, Private sitters (school age children or elderly if physically able), or Counter clerk at auto parts store or auto repair shop.
- Older workers that are on the SCSEP program many times want to be hired at a place they feel comfortable. Many of the workers in the Pennyriple want to be employed by the senior citizens centers.
- In regions served through the SCSEP, the majority of employment opportunities for exiting participants consist of data entry, secretarial, janitorial/custodial, transportation, delivery, and food services.
- This question is hard to answer b/c the ability of each participant varies, both physically and educationally.
- In our eight most western counties of Kentucky, the best opportunities for employment for older workers has traditionally consisted of office and nutrition site kitchen help.
- Placing participants in agencies to do training that serve the community, such as senior centers, schools and libraries, etc.
- In my experience the participant’s health is a major factor in the placement of the SCSEP participants and in their ability to obtain employment and their education and prior work experience play a major role as well. Intangibles, such as their desire to actually obtain employment beyond their placement are also a factor. I have incorporated Wellness initiative for Senior Education (W.I.S.E) training to help

participants be better prepared to address their health needs. However, it is difficult to gauge participant's desire to participate in SCSEP and seek employment. Most of the female participant's request clerical/receptionist duties in placement and in their search for employment. Most male participants who are healthy request custodial/maintenance type employment.

ATTACHMENT E PARTNER AGENCY LETTER

January 30, 2016

Kim Vitelli
U.S. Department of Labor/ETA
Division of National Program, Room S-4209
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Dear Ms. Vitelli:

Governor Matt Bevin has delegated the Kentucky Department for Aging and Independent Living to develop and submit the Kentucky Senior Community Service Employment Program (SCSEP) State Plan 2016-2019 on his behalf.

DAIL has sought the advice and recommendations of individuals and organizations identified in OAA sec. 503(a)(2) regarding any changes that are needed for improvement to the Kentucky program. The attached plan outlines the strategies that were developed to ensure the success and improvement of Kentucky's SCSEP and will serve as a "living" document to guide the ongoing operations within the state.

Please contact Morallia Tran, Kentucky SCSEP Coordinator, at 502-564-6930 or email at Morallia.Tran@ky.gov, if you have any questions.

Sincerely,

Deborah S. Anderson
Commissioner

cc: Morallia Tran

ATTACHMENT F LETTER OF ATTESTATION



November 15, 2012

Morallia Tran, SCSEP Coordinator
Department for Aging & Independent Living
Frankfort, Kentucky 40621

Dear Morallia,

First, let me congratulate you on finalizing the Kentucky State Plan. Experience Works and other SCSEP providers were given questions from the previous SCSEP Coordinator, Juanita Shackelford, asking for feedback on several sections of the plan. Some of those questions included how we work with Equitable Distribution, participant placements, community service needs, coordination with other programs, and improvement of SCSEP Services. Also, a meeting was held to review what had been written and add any further comments or information we felt needed to be in the plan.

The plan was very comprehensive and represents SCSEP State sub-grantees and National Grantees. All Grantees were given the chance to share and include any and all information that would be detrimental to the operation of SCSEP in Kentucky. Thank you for the opportunity to participate.

Sincerely,

Carole Kincaid, State Director
KY/VA/WV Experience Works, Inc.
Telephone: 606-464-1221

ATTACHMENT G
SIGN IN SHEET FOR PUBLIC HEARING

**ATTACHMENT H
POWER POINT PRESENTATION OF THE STATE PLAN
PRESENTATION PROVIDED AT THE 2016 PUBLIC HEARING**

KENTUCKY SCSEP STATE PLAN

DEPARTMENT FOR AGING AND
INDEPENDENT LIVING

FISCAL YEARS 2017-2020

SCSEP OVERVIEW



The Senior Community Service Employment Program has two primary goals:

1. Advance economic self-sufficiency for program participants through employment training and job placement .
2. Promote useful opportunities for community service activities through community service employment partnerships.

ELIGIBILITY



- The program has strict eligibility requirements for participants. Only individuals who are 55 or older, unemployed, and have a total family income of less than 125 percent of federal poverty level (\$13,613 for a single person household in 2011) are eligible to participate in the program.³ In addition, SCSEP grants priority enrollment first to veterans and their qualified spouses, then to individuals who are 65 and older, or:
- Have a disability,
- Have limited English proficiency,
- Have low literacy skills,
- Live in a rural area,
- Have low employment prospects,
- Are unable to find employment through the Workforce Investment Act (WIA) system, or
- Are homeless or at risk of homelessness.
- Once an individual is enrolled in SCSEP they are placed in community service assignments at host agencies where they work an average of 20 hours a week for minimum wage (federal, or state, whichever is highest). The participant's wage is subsidized by SCSEP funding, not by the host agency—a 501(c)(3) non-profit or government entity. The host agency benefits because they are given a worker whose wages are paid by an outside entity and the SCSEP participant benefits because they are gaining job skills and training.

PURPOSE OF STATE PLAN



- The 2017-2020 Senior Community Service Employment Program (SCSEP) State Plan outlines the strategy that Kentucky will implement to train and prepare the low-income older population to enter the workforce. Governor Steven L. Beshear has designated the Kentucky Department for Aging and Independent Living to develop and submit the SCSEP State Plan on behalf of the Commonwealth of Kentucky.
- Demographic and economic estimates for the labor market were studied to determine the changing needs of the state's workforce. These trends and projections were considered when developing strategies to assure the successful operation of SCSEP so that Kentucky can accomplish the program's goal to improve the skills and employment prospects for older workers.
- The plan was developed in collaboration with representatives of national grantees operating in Kentucky, sub-grantees, and Workforce Development to promote performance improvement in serving the designated population. Partnerships with One-Stop Career Centers and WIA programs have proven effective in preparing the participants with labor skills needed in today's market. Cooperative efforts will also continue with local health departments, community colleges and other agencies.
- Long-term changes to the design of the state's program include: recruiting a wider pool of host agencies that will offer diverse training skills for SCSEP participants; enhancing training in the areas of computer skills and documentation; and teaching job search skills that will help participants keep pace with the changing demands of the contemporary workforce. Emphasis will be placed on education, outreach and public relations.
- A more effective use of local media sources is needed to create greater awareness of SCSEP. Spotlighting successful stories will aid in the recruitment of additional host agencies and more low-income older adults will be aware of the opportunities available through the program. In addition, other social service agencies will be used to promote SCSEP and help in the development of a solid referral base.

SERVICE DELIVERY AREA BY AREA AGENCIES ON AGING

PURCHASE

<u>County</u>	<u>Sponsors/Slots</u>
Ballard	State (2)
Calloway	State (5)
Carlisle	State (0)
Fulton	State (2)
Graves	State (5), Experience Works (4)
Hickman	State (2)
McCracken	State (6), Experience Works (6)
Marshall	State (2), Experience Works (4)

PENNYRILE

<u>County</u>	<u>Sponsors/Slots</u>
Caldwell	State (5)
Christian	State (2), Experience Works (7)
Crittenden	State (3)
Hopkins	State (2), Experience Works (7)
Livingston	State (2)
Lyon	State (2)
Muhlenberg	Experience Works (7)
Todd	Experience Works (3)
Trigg	State (3)

GREEN RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Daviess	Experience Works (14)
Hancock	Experience Works (2)
Henderson	State (2), Experience Works (6)
McLean	Experience Works (2)
Ohio	State (2), Experience Works (4)
Union	State (3)
Webster	State (3)

BARREN RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Allen	Experience Works (4)
Barren	Experience Works (11)
Butler	State (2), Experience Works (2)
Edmonson	State (2), Experience Works (1)
Hart	State (4), Experience Works (2)
Logan	Experience Works (7)
Metcalfe	Experience Works (4)
Monroe	Experience Works (4)
Simpson	Experience Works (4)
Warren	State (6), Experience Works (10)

LINCOLN TRAIL

<u>County</u>	<u>Sponsors/Slots</u>
Breckinridge	State (4)
Grayson	State (3), Experience Works (5)
Hardin	State (4), Experience Works (8)
Larue	State (2), Experience Works (2)
Marion	Experience Works (5)
Meade	State (5)
Nelson	NUL (7)
Washington	Experience Works (2)

BUFFALO TRACE

<u>County</u>	<u>Sponsors/Slots</u>
Bracken	State (2)
Fleming	State (3), NCAA (1)
Lewis	State (4), NCAA (2)
Mason	State (4)
Robertson	State (1)

BIG SANDY

<u>County</u>	<u>Sponsors/Slots</u>
Floyd	State (3), NCOA (9)
Johnson	NCOA (7)
Magoffin	NCOA (5)
Martin	NCOA (4)
Pike	State (3), NCOA (14)

BLUEGRASS

<u>County</u>	<u>Sponsors/Slots</u>
Anderson	State (2)
Bourbon	NCOA (5)
Boyle	Experience Works (5)
Clark	NCOA (6)
Estill	Experience Works (5)
Fayette	State (2), NCOA (26)
Franklin	State (4), NCOA (2)
Garrard	State (4)
Harrison	NCOA (4)
Jessamine	NCOA (5)
Lincoln	State (7), Experience Works (3)
Madison	NCOA (12)
Mercer	State (4), NCOA (1)
Nicholas	NCOA (2)
Powell	State (2), Experience Works (3)
Scott	NCOA (6)
Woodford	State (2), NCOA (1)

KENTUCKY RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Breathitt	State (3), Experience Works (4)
Knott	State (4)
Lee	Experience Works (3)
Leslie	State (2), Experience Works (3)
Letcher	State (4), NCOA (4)
Owsley	Experience Works (3)
Perry	State (4), Experience Works (6)
Wolfe	Experience Works (3)

CUMBERLAND VALLEY

<u>County</u>	<u>Sponsors/Slots</u>
Bell	State (3), Experience Works (8)
Clay	State (4), Experience Works (6)
Harlan	State (5), Experience Works (6)
Jackson	State (2), Experience Works (4)
Knox	Experience Works (11)
Laurel	Experience Works (13)
Rockcastle	Experience Works (8)
Whitley	State (6), Experience Works (8)

KIPDA

<u>County</u>	<u>Sponsors/Slots</u>
Bullitt	NUL (8)
Henry	NCOA (3)
Jefferson	NUL (103)
Oldham	NUL (4)
Shelby	NCOA (4)
Spencer	NCOA (2)
Trimble	NCOA (2)

NORTHERN KENTUCKY

<u>County</u>	<u>Sponsors/Slots</u>
Boone	NCOA (9)
Campbell	NCOA (10)
Carroll	NCOA (3)
Gallatin	NCOA (2)
Grant	NCOA (3)
Kenton	NCOA (16)
Owen	NCOA (2)
Pendleton	NCOA (3)

FIVCO

<u>County</u>	<u>Sponsors/Slots</u>
Boyd	NCOA (10)
Carter	NCOA (8)
Elliott	NCOA (3)
Greenup	NCOA (7)
Lawrence	NCOA (5)

GATEWAY

<u>County</u>	<u>Sponsors/Slots</u>
Bath	NCOA (4)
Menifee	Experience Works (4)
Montgomery	NCOA (6)
Morgan	Experience Works (3)
Rowan	NCOA (6)

LAKE CUMBERLAND

<u>County</u>	<u>Sponsors/Slots</u>
Adair	Experience Works (7)
Casey	Experience Works (7)
Clinton	Experience Works (4)
Cumberland	Experience Works (2)
Green	Experience Works (3)
McCreary	Experience Works (7)
Pulaski	Experience Works (17)
Russell	Experience Works (7)
Taylor	Experience Works (5)
Wayne	Experience Works (9)

ATTACHMENT I 2016 PUBLIC COMMENTS

Solicitation and Collection of Public Comments.

Public comments are sought on a regional basis to include correspondence, public forums, websites, and meetings to ensure that any interested individual or organization has an opportunity to comment on the SCSEP State Plan. Letters, needs assessments and recommendations will be distributed to community partners for solicitation of comments to be incorporated into the plan. The draft plan will be distributed to all partners within the service areas and included on Area Development on District websites. The plan will also be shared with host agencies. All individuals and agencies are encouraged to comment and make additional recommendations.

A draft of the State SCSEP Plan will be posted on DAII's website at <http://chfs.ky.gov/dail/scsep.htm> to solicit comments from any individual or organization.



Attachment J
Governor's Letter of Designation and Secretary's Letter

February 2, 2016

The Honorable Matt Bevin
Governor
700 Capitol Avenue, Suite 100
Frankfort, Kentucky 40601

Dear Governor Bevin:

The Department For Aging and Independently Living in the Cabinet for Health and Family Services is submitting the State Plan for Senior Community Services Employment Program (SCSEP). This plan will outline a four-year strategy for the statewide provision of community service employment and other authorized activities for eligible individuals under SCSEP.

The Department of Labor requires the Governor to designate an entity to develop and submit the State Plan on his behalf. Enclosed you will find said statement that requires your signature.

If you have any questions, please contact Marnie Mountjoy at the Department for Aging and Independent Living at 502-564-6930 extension 3526.

Sincerely,

Vickie Yates Brown Glisson
Secretary

Governor's Designation

I delegate the Kentucky Department For Aging and Independent Living to develop and submit the State Plan for the Senior Community Employment Services Program on my behalf.

Governor Matt Bevin

Date